

2023 - 2028

CHIEF CONSTABLE'S DELIVERY PLAN



OUR VISION

MAKE SUFFOLK A SAFER PLACE
TO LIVE, WORK, TRAVEL AND INVEST

OUR MISSION KEEPING SUFFOLK SAFE

PEOPLE

Attract and develop well

Healthy, fit and supported

Innovate and improve

FAIRNESS

Promote inclusion and diversity

Communicate and engage well

Build trust and confidence

**SUFFOLK
VALUES**

We are...

COURAGEOUS

PROFESSIONAL

COMMUNITY

COMPASSIONATE

SAFETY

Keep people safe

Protect people from serious harm

Prevent crime in partnership

JUSTICE

Victims first

High quality investigations

Effective offender management

**LEADING WITH
CARE**

CONNECTIVITY
ACCOUNTABILITY
RISK COMPETENCY
ENERGY

**DELIVERING THE POLICE
AND CRIME PLAN**





	Attract and develop well	We aim to be an employer of choice; attracting, developing and retaining a professional and diverse workforce, and will identify and grow our talented officers and staff to meet our business critical roles and workforce plans.
	Healthy, fit and supported	We will enable and encourage our people to stay healthy, fit and well, and support and engage them in line with our comprehensive people strategy.
	Innovate and improve	We will inspire our people to think and act innovatively to improve policing and ensure successful ideas are routinely shared across the organisation. We will provide a modern and sustainable estate and working environment.
	Promote inclusion and diversity	We will have an anti-discriminatory culture and workforce that truly reflects and represents the diverse communities we serve and understands and addresses the barriers to creating a truly diverse team.
	Communicate and engage well	We will be clear, consistent, genuine and honest in what we say and do, while listening to and being open to the views of others.
	Build trust and confidence	We will build a culture where we act in a way which builds trust and confidence in who we are and what we do.
	Keep people safe	We will meet increases in demand by working differently and innovatively, ensuring the right people take the lead to keep people safe in our communities, within our organisation and on our roads.
	Protect people from serious harm	We will maintain our specialist capabilities and maximise regional and national capabilities as well as partners to ensure we are integrated and highly effective in tackling serious and organised crime. We will understand and reduce risk and harm, with a particular focus on crime types mostly affecting young people, women and girls.
	Prevent crime in partnership	We will continue to collaborate across policing with local authorities, businesses and the voluntary, community and social enterprise sector to solve problems and prevent crime and exploitation.
	Victims first	We will comply with the police element of the victims' code and aim to increase satisfaction by having a strong focus on reducing repeat victims and those that are persistently targeted or vulnerable.
	High quality investigations	We will provide technology and access to police data and assets to enable our officers and staff to make fast-time and better informed decisions as well as promoting a culture that stresses the importance of the investigative mindset.
	Effective offender management	We will focus on proactive policing to bring the most prolific and high risk offenders to justice. We will utilise opportunities to deal with offenders outside of the criminal justice system while maximising opportunities to reduce reoffending and promote rehabilitation.